

MAY 2021

2020 IPEDS DATA REPORT



United Campus Workers of Georgia



**DATA COLLECTED AND
INTERPETED BY:**

United Campus Workers of Georgia
Communications Workers of America

PANDEMIC JOB LOSS IN GEORGIA'S HIGHER EDUCATION SYSTEM: WORKERS AND STUDENTS PAY THE COSTS

INTRODUCTION


In winter 2019 and 2020, the United Campus Workers of Georgia requested the University System of Georgia (USG) dataset of all system employees, their salaries, and demographic details that USG institutions compile to respond to the Department of Education's IPEDS human resources survey. Union analysis of the datasets was completed by USG faculty, social scientists with expertise in quantitative and qualitative research.

This report uses “job loss” to describe a net reduction in workforce, which can take the form of layoffs, retirements, terminations, unfilled vacancies, outsourcing, eliminated positions, voluntary resignations, and so forth. Our analysis compares the total number of people employed by USG institutions (excluding Georgia Tech and the USG system office due to data discrepancies) between November 1, 2019 and November 1, 2020 across a broad array of employment categories and worker demographics.¹

¹ It should also be noted that the total job loss by race and ethnicity may vary some given the “race unknown” category in the dataset (see Table 2). If the University System of Georgia contests the validity of this dataset they shared through open records, the union asks that they self-report the total job loss, including the full impact of cuts by race, gender, and job category. The public and elected officials have the right to know about significant changes to employment at public institutions across the state.



Executive Summary



**FIGHT TODAY
FOR A BETTER
TOMORROW**

ACROSS THE 25 USG INSTITUTIONS INCLUDED IN THE DATA, UNION ANALYSIS REVEALED A TOTAL FULL-TIME JOB LOSS OF 3.7%, OR 1,521 POSITIONS AND A PART-TIME JOB LOSS OF 13%, OR 1,012 POSITIONS, FOR A COMBINED TOTAL OF 2,533 LOST JOBS. JOB LOSS HAD THE MOST DISPROPORTIONATE IMPACT ON BLACK EMPLOYMENT, SERVICE AND CLERICAL WORKERS, AND PART-TIME FACULTY.

- Black or African American workers were disproportionately affected by cuts to full-time and part-time jobs. Black employees made up 23% of the full-time workforce in 2019, yet experienced 33% of the total cuts, or a net loss of 502 positions and a 5.4% drop in the Black full-time workforce. Compare this to the total 3.7% decline and to cuts to the White full-time workforce, which went down by 3.4%. Black employees made up 24% of the 2019 part-time workforce and saw 34% of the total job loss, or a loss of 341 positions, an 18% cut to the Black workforce. The White part-time workforce shrunk by 10% over the year.
- The Service job category (including facilities, grounds, dining, transportation, etc.) accounted for 11% of the 2019 workforce and represented 24% of the total job loss (596 positions); Administrative and Clerical positions accounted for 14% of the 2019 workforce and represented 38% of total cuts (967 positions).
- In the faculty job category, part-time adjunct faculty made up 26% of faculty positions across the 25 institutions in 2019. Between 2019 and 2020, this category lost 458 positions, or 69% of the total faculty job loss.



MANAGEMENT POSITIONS, IN COMPARISON, WERE RESILIENT OVER THIS TIME PERIOD. IN 2019, MANAGEMENT POSITIONS MADE UP 11% OF THE TOTAL WORKFORCE AND REPRESENT JUST 6% OF THE TOTAL JOB LOSS, OR 173 POSITIONS.

Public higher education is a key pillar of a functioning democracy and a healthy economy. We need a fully funded, fully functioning USG to help lead the recovery from the pandemic and the economic recession. In addition, public sector employment is an effective means of reducing statewide unemployment and can provide a stabilizing effect on the economy during a crisis.² The state of Georgia and the University System of Georgia are in a strong financial position and could afford to maintain steady staffing levels through the crisis. Moreover, keeping people employed was the stated goal of federal stimulus funds provided to higher educational institutions during the pandemic.³ USG institutions accepted over \$700 million in federal aid from CARES and the Higher Education Emergency Relief Funds and stands to receive hundreds of millions of additional funds from ARPA.⁴

² Caponi, V. "The Effects of Public Sector Employment on the Economy." *IZA World of Labor* 2017: 332 doi: 10.15185/izawol.332

³ See CARES Act legislation. 2020. <https://www.congress.gov/bill/116th-congress/house-bill/748/text>.

⁴ For CARES & HEERF funding, analysis of the authors of the 26 USG institutional funding totals in: Seltzer, Rick. "How Much Stimulus Will Your College Receive," April 10, 2020. <https://www.insidehighered.com/news/2020/04/10/listing-funds-each-college-can-expect-receive-under-federal-stimulus>; Seltzer, Rick. *Inside Higher Ed*. "How Much Will Your College Receive in Coronavirus Stimulus Funding, Part 2," January 18, 2021.



Public sector job loss that disproportionately affects Black employees is particularly egregious given the historic inequities in our economy and the important role of the public sector in ameliorating discriminatory employment patterns. As the Center for American Progress notes: “In an economy where structural racism denies Black workers economic opportunities and economic security—which has amplified the racial wealth gap throughout U.S. history and today—public work has a long tradition of benefiting many Black families who serve their communities.”⁵

These job cuts are not new to USG; they reveal an ongoing pattern. The significant job loss shown here evidences the whittling down of Georgia’s public education workforce, whereby 1) people are laid off or vacancies are never refilled in the name of “efficiency” while unreasonable workloads are placed on fewer workers; 2) jobs are outsourced to private corporations;⁶ and 3) a politics of austerity continues to shrink campus services while producing ever-more job precarity for exploited workers.⁷

⁵ Madowitz, Michael, et al. “Public Work Provides Economic Security for Black Families and Communities.” *Center for American Progress*, 23 Oct. 2020. <https://www.americanprogress.org/issues/economy/reports/2020/10/23/492209/public-work-provides-economic-security-black-families-communities/>.

⁶ Carlson, Scott. “The Outsourced College.” *The Chronicle of Higher Education*, 26 Feb. 2016. <https://www.chronicle.com/article/the-outsourced-college/>; Marcus, Jon. “More Colleges and Universities Outsource Services to For-Profit Companies.” *The Washington Post*, 8 Jan. 2021. https://www.washingtonpost.com/local/education/colleges-outsourcing-services/2021/01/07/c3f2ac6a-5135-11eb-bda4-615aaefd0555_story.html.

⁷ Buff, Rachel Ida. “Austerity Is Class War.” *American Association of University Professors*, Dec. 2018. <https://www.aaup.org/article/austerity-class-war#.YGNQNkhKgUt>; Burke, Lilah. “The Black Experience in Higher Education.” *Inside Higher Ed*, 27 Oct. 2020. <https://www.insidehighered.com/news/2020/10/27/black-workers-universities-often-are-left-out-conversations-about-race-and-higher>.



Before the pandemic, USG already had a diversity problem, with job segregation of women and people of color in lower-paying jobs and a lack of diversity in higher-paying positions, particularly for Hispanic/Latinx employees but across all minority groups (see "Job Segregation at USG" in Appendix 1).

The cuts justified by the pandemic have exacerbated a pre-existing problem. Based on the union's review of the job losses between 2019 and 2020, we demand that the USG:

1. Recommit to diversifying employee ranks;
2. Return staffing levels to at least the pre-pandemic baseline;
3. Ensure that initiatives to hire diverse staff prioritize rehiring people of color and women whose jobs have been cut over the past year;
4. Hire back adjunct faculty that would like to be part-time and increase the number of full-time, non-tenure track and tenure-track lines to at least pre-pandemic levels;
5. If cuts are deemed necessary by administration and a representative group of employees, cuts to positions, salaries, or other perks should focus on Management (i.e. chop at the top).



Background

ENROLLMENT DOES NOT EXPLAIN THE CUTS

Most USG institutions have weathered the effects of the COVID-19 pandemic relatively well in terms of enrollment, an important contributor to overall financial stability. While some campuses did see a drop in enrollment in 2020, the USG overall had modest net enrollment gains of 1.2%. Overall, the demand for public higher education across the state has increased. Almost all campuses, regardless of enrollment trends, experienced job loss. The two campuses that did not experience net job loss (Kennesaw State and Georgia Southwestern) saw significant enrollment increases (8.8% and 4.6%, respectively). Looking at the system overall, however, enrollment trends do not help to explain where job loss occurred. As Table 1 below reflects, the top five campuses that experienced significant job loss include University of Georgia, Georgia State, Georgia Southern, Augusta University, and University of West Georgia. Of these five we see that Georgia Southern and Augusta University experienced an enrollment boost greater than 2% while the other three experienced more or less flat enrollment (less than +/- 1% change).

In short, any suggestion that enrollment drops have driven job loss in the USG is simply not supported by the data. Enrollment revenues can and should be applied across the system in ways that protect existing jobs and create new jobs to meet the growing demand for higher education in Georgia.



TABLE 1: COMBINED FULL-TIME & PART-TIME EMPLOYMENT AND ENROLLMENT CHANGE BY INSTITUTION

Institution Name	Employment Change	Percent Employment Change	Percent FTE* Enrollment Change
Abraham Baldwin	-47	-8.87	1.4
Albany State	-27	-3.47	5.0
Atlanta Metro	-40	-20.10	-10.7
Augusta	-199	-3.38	3.1
Clayton State	-40	-4.69	0.4
College of Coastal GA	-49	-13.14	-4
Columbus State	-74	-6.25	5.9
Dalton State	-31	-7.14	-4.1
East Georgia	-11	-4.06	-16.7
Fort Valley	-50	-7.49	7.3
Georgia College	-37	-3.35	-2.7
Georgia Gwinnett	-130	-11.36	-9.7
Georgia Highlands	-36	-6.53	-11.2
Georgia Southern	-225	-6.63	2.7
Georgia Southwestern	7	1.85	4.6
Georgia State	-557	-8.04	-0.5
Gordon State	-39	-10.99	-10.3
Georgia Tech	N/A ⁸	N/A	4.5
Kennesaw State	33	0.78	8.8
Middle Georgia	-31	-3.49	3.5
Savannah State	-56	-9.84	-7.0
South Georgia	-24	-9.41	-8.7
University of Georgia	-564	-4.58	0.3
University of North Georgia	-70	-3.18	-0.5
University of West Georgia	-174	-9.52	-0.9
Valdosta State	-62	-4.68	9.2
Total	-2533	-5.21	1.2

Source: Employment change: USG IPEDS human resource survey dataset, excludes GA Tech and System office; Enrollment change: University System of Georgia, 2019 and 2020 Enrollment Reports. *FTE=Full-Time Equivalent

⁸Georgia Tech employment data has been excluded from the analysis due to data discrepancies.

FINANCIAL CRISIS DOES NOT EXPLAIN THE CUTS

Georgia did not experience the steep decline in revenues that some anticipated. After making steep cuts to the 2021 higher education budget of 10.8%, the state legislature continued to underfund higher education in their proposed 2022 budget. As The Georgia Budget and Policy Institute argues, the circumstances of this prolonged crisis necessitate investing in recovery by fully funding public goods and services rather than padding an already generous rainy day fund.⁹ While it is the responsibility of the state to fully fund higher education, and the union continues to demand full public funding to support full employment, USG and/or institutions should dip into system or institutional funds—or take out low-interest loans—to ensure full employment during the crisis.

While auxiliary services (dining, housing, and parking) revenue did see a modest decline across most institutions due to the pandemic, the USG is financially healthy with enough in liquid assets and borrowing capacity to make certain that staffing remains at pre-pandemic levels despite some revenue losses. Specifically, USG institutions have a combined over \$3 billion in endowments, including nearly \$300 million in unrestricted funds.¹⁰ Credit rating firm Moody's gives the USG its highest rating of A1 meaning it has low risk and strong investment grade debt. This indicates that USG can access credit markets to borrow at low interest rates. Even in the case that the pandemic created a fiscal emergency, as a public institution with a commitment to employees, students, their families, and the communities they live in, they could take out loans to weather the storm.



⁹ Welch, Alex. "House Appropriations Approves Changes to Fiscal Year 2022 Budget." *Georgia Budget & Policy Institute*, 4 Mar. 2021.

<https://gbpi.org/house-appropriations-approves-changes-to-fiscal-year-2022-budget/>.

¹⁰

University System of Georgia. "2020 Audited Financial Report."

https://www.usg.edu/fiscal_affairs/assets/fiscal_affairs/documents/usg_Annual_Financial_Report_FY_2020_web.pdf

FINANCIAL CRISIS DOES NOT EXPLAIN THE CUTS

In addition, Georgia's public institutions have received over \$700 million in CARES Act and Higher Education Emergency Relief funds, which provide an opportunity to invest in long-term economic recovery. Higher education is an avenue for Georgians seeking to better their future job opportunities. Federal funds must support the frontline staff working to provide quality higher education in Georgia. USG has another upcoming opportunity to prioritize keeping communities safe and workers employed with the millions in federal funds coming from Biden's American Rescue Plan Act (ARPA).

In sum, the claim that job cuts are the unfortunate but inevitable result of a financial crisis brought on by the global pandemic is simply untrue. The state legislature could have accessed the rainy day fund to properly fund public resources like higher education and the USG has access to enough resources to protect jobs.





Job Loss Data



Source: "Trinity Washington Office Building Renovation." JSACE, jsace.com/project/trinity-washington-office-building-renovation/.

AS OF NOVEMBER 2019, GEORGIA UNIVERSITIES HELD 40,617 FULL-TIME JOBS ACROSS THE 25 INSTITUTIONS INCLUDED IN THE DATA.

By November 2020, the system had eliminated 3.7% of those jobs, or 1,521 full-time positions, for a decreased total of 39,096 positions. While the full-time workforce was cut significantly, the part-time workforce was cut even more dramatically. In 2019 there were 8,042 part-time jobs across the system; by 2020 that number had dropped to 7,030, for a total loss of 1,012 part-time jobs, or 13% of the total.



DISPROPORTIONATE RACIAL AND GENDERED IMPACTS TO BLACK AND ASIAN EMPLOYMENT

The unevenness of job loss across axes of race and gender reflect structural racism and gender inequity in USG institutions (see Tables 4 & 5 below). While UCWGA condemns this job loss — and the dereliction of duty it represents — across the entire workforce, it is essential to call out the higher rates at which low-wage positions filled by Black and Asian workers are being cut, with Black women representing over one-quarter of cuts to the part-time workforce. As noted previously, it is important to reinforce that the employment of other racialized communities, including Latinx employment, is not centered in our data analysis because their employment was unacceptably low to begin with. This again reflects USG’s lack of commitment to anti-racism and diversity, equity, and inclusion.

Black workers were disproportionately affected by cuts to full-time employment. Of the 1,521 full-time positions that were lost, Black workers saw losses greater than their proportion of the 2019 workforce. Black employees made up only 23% of the full-time workforce in 2019, but 33% of the lost full-time positions were held by Black employees, or 502 out of 1,521 positions. In comparison, White employees made up 62% of the full-time workforce in 2019, but only represented 56% of the full-time job loss. Table 2 below details this disproportionate impact in detail.

TABLE 2: FULL-TIME EMPLOYMENT CHANGE BY RACE AND ETHNICITY¹¹

Race/Ethnicity	2019	2020	Difference	% Difference	% Share of Job Loss
American Indian or Native American	67	63	-4	-5.97	0.26
Asian	2139	2076	-63	-2.95	4.14
Black or African-American	9354	8852	-502	-5.37	33.00
Hispanic/Latinx	1130	1176	46	4.07	-3.02
Native Hawaiian or Pacific Islander	37	37	0	0.00	0.00
Visa holder	783	1009	226	28.86	-14.86
Race and ethnicity unknown	1776	1370	-406	-22.86	26.69
Two or more races	315	345	30	9.52	-1.97
White	25016	24168	-848	-3.39	55.75
Total	40617	39096	-1521	-3.74	100.00

Source: USG IPEDS human resource survey dataset, excludes GA Tech and System office

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This report employs a metric labeled 'Percent share of job loss' that communicates the percentage of total number of jobs lost that each group represents. For example, full-time black workers lost 502 jobs, and therefore represent 33% of the net number of full-time jobs lost (1521). Because some groups gained jobs, their percent share of job loss is represented as a negative number. While a negative share of a total may be unintuitive to some readers, the authors believe that this metric is useful to illustrate the disparate job loss burden borne by certain groups.



DISPROPORTIONATE RACIAL AND GENDERED IMPACTS TO BLACK AND ASIAN PART-TIME EMPLOYMENT

Similar trends can be seen in part-time employment, with both Asian employees and Black employees experiencing disproportionate losses with respect to the part-time workforce. Asian part-time employees made up 4% of the 2019 workforce, yet represented 5.5% of the total job loss between 2019 and 2020. More than a third (34%) of the job losses were positions held by Black part-time workers, or 341 of 1,021 positions, even while Black workers held only 24% of the part-time jobs in 2019. In comparison, White workers represented 63% of the 2019 part-time workforce, but represent 51% of the positions that were lost.

TABLE 3: PART-TIME EMPLOYMENT BY RACE AND ETHNICITY

Race/Ethnicity	2019	2020	Difference	% Difference	% Share of Job Loss
American Indian or Native American	15	11	-4	-26.67	0.40
Asian	322	266	-56	-17.39	5.53
Black or African-American	1930	1589	-341	-17.67	33.70
Hispanic/Latinx	233	220	-13	-5.58	1.28
Native Hawaiian or Pacific Islander	6	9	3	50.00	-0.30
Visa holder	53	58	5	9.43	-0.49
Race and ethnicity unknown	375	281	-94	-25.07	9.29
Two or more races	63	67	4	6.35	-0.40
White	5045	4529	-516	-10.23	50.99
Total	8042	7030	-1012	-12.58	100.00

Source: USG IPEDS human resource survey dataset, excludes GA Tech and System office



The gendered impacts of job loss are most significant when race is also accounted for. Overall, this data demonstrates that positions held by White men were more insulated from job loss. On the other end of the spectrum, Black women, Black men, and Asian men working full-time, as well as Black women working part-time, were disproportionately affected by cuts to the total workforce.

Of the total full-time workforce, Black women held 15% of jobs in 2019 and experienced 20% of the loss in jobs. Black men made up 8% of the total workforce, and saw an even more disproportionate impact—experiencing 13% of the total job loss. Asian men made up 3% of the total full-time workforce, and experienced 5% of total job loss. Both White women and White men experienced lesser impacts as a group. White women made up 34% of the workforce, and accounted for 32% of the total job loss. White men made up 28% of the 2019 total workforce, and accounted for just 24% of the total job loss.

TABLE 4: 2019-2020 FULL-TIME JOB LOSS BY RACE & GENDER

Race / Ethnicity	Difference - W	% Difference - W	% Share of Job Loss - W	Difference - M	% Difference - M	% Share of Job Loss - M	Total
American Indian	1	3.13	0.07	-5	-14.29	-0.33	-4
Asian	11	1.15	0.72	-75	-6.36	-4.93	-63
Black	-311	-5	-20.45	-195	-6.23	-12.82	-502
Hispanic/Latinx	29	4.55	1.91	16	3.25	1.05	46
Native Hawaiian	1	4.35	0.07	-1	-7.14	-0.07	0
Visa holders	100	30.21	6.57	121	26.77	7.96	226
Unknown	-251	-25.07	-16.50	-165	-22.03	-10.85	-406
Two or more races	22	10.68	1.45	8	7.34	0.53	30
White	-485	-3.54	-31.89	-362	-3.21	-23.80	-848
Total	-883	-3.82	-58.05	-658	-3.77	-43.26	1521

Source: USG IPEDS human resource survey dataset, excludes GA Tech and System office. *Note: Workers whose gender is not known are excluded from this table. The total metrics for the unknown category are Difference +20, % Difference +40.82%, % Share of Job Loss -1.31%. W=women; M=men

Women make up 60% of the part-time workforce and experienced a disproportionate percentage of workforce reduction, with a loss of 669 positions, or 66% of total part-time job loss. This disproportionate impact was borne solely by Black women, who made up 16% of the total part-time workforce in 2019 and experienced a shocking 26% of the part-time job loss, or 259 out of 1,021 lost positions. White women, on the other hand, represented 36% of the 2019 part-time workforce, but saw just 29% of the total part-time job loss. The percentage of part-time positions held by White men in 2019 was 27%, and White men experienced 22% of the total job loss, or a loss of 218 positions.

TABLE 5: 2019-2020 PART-TIME JOB LOSS BY RACE & GENDER

Race / Ethnicity	Difference - W	% Difference - W	% Share of Job Loss - W	Difference - M	% Difference - M	% Share of Job Loss - M	Total
American Indian	-6	-60.00	0.59	2	40.00	-0.20	-4
Asian	-29	-16.67	2.87	-27	-18.24	2.67	-56
Black	-259	-19.76	25.59	-80	-13.03	7.91	-341
Hispanic/Latinx	-16	-10.60	1.58	2	2.44	-0.20	-13
Native Hawaiian	3	150.00	-0.30	0	0.00	0.00	3
Visa holders	3	10.00	-0.30	2	8.70	-0.20	5
Unknown	-66	-28.95	6.52	-30	-23.26	2.96	-94
Two or more races	-3	-6.82	0.30	7	36.84	-0.69	4
White	-296	-10.25	29.25	-218	-10.15	21.54	-516
Total	-669	-13.83	66.11	-342	-10.78	33.79	-1012

Source: USG IPEDS human resource survey dataset, excludes GA Tech and System office. *Note: Workers whose gender is not known are excluded from this table. The total metrics for the unknown category are Difference -1, % Difference -3.23%, % Share of Job Loss -0.10%. W=women; M=men



UNDERPAID AND PRECARIOUS JOB SECTORS EXPERIENCED FAR GREATER CUTS

Combined full-time and part-time job loss was focused disproportionately on the categories of work at USG with low-pay, where women and people of color make up a majority or a significant portion of the workforce (See Table 6 below). Office and Administrative Support positions, which made up 13% of the total USG workforce in 2019, experienced 38% of total job cuts, 967 total lost jobs and a nearly 17% cut to the total Clerical workforce; Service positions, which made up 11% of the 2019 workforce, experienced 24% of job losses, a loss of 596 total jobs and a nearly 13% cut to the Service workforce. Management positions, on the other hand, were resilient over the last year. In 2019, management positions made up 11% of the total workforce and represent just 6% of the total job loss, 173 lost positions, a 3.3% cut to the Managerial workforce.

TABLE 6: COMBINED PART-TIME & FULL-TIME JOB LOSS BY CATEGORY

Job Category	2019	2020	Difference	% change
Archivists, Curators, and Museum Techs	44	45	1	2.2
Business and Financial Operations	1,600	1,637	37	2.3
Community Service, Legal, Arts	1,850	1,848	-2	-.1
Computer, Engineering, and Science	3,726	3,578	-148	-4.1
Healthcare Practitioners and Techs	1,872	1,861	-11	-.6
Librarians	309	307	-2	-.7
Management Occupations	5,357	5,184	-173	-3.3
Natural Resources, Construction	1,520	1,446	-74	-5.1
Office and Administrative Support	6,701	5,734	-967	-16.9
Other Teaching and Instructional Support	3,592	3,658	66	1.8
Postsecondary Teachers	16,718	16,054	-664	-4.1
Sales and Related Occupations	45	45	0	0
Service Occupations	5,325	4,729	-596	-12.6
Total	48,659	46,126	-2533	-5.5

Source: USG IPEDS human resource survey dataset, excludes GA Tech and System office



Of the total 1,521 full-time positions lost between 2019 and 2020, 52% were in positions paying less than \$31,200, or the equivalent of \$15/hour for a 40-hour workweek on an annual contract. Given that there were not significant raises nor changes to the base pay across the system between 2019 and 2020, job cuts, rather than pay increases, likely explain the drop in positions paying less than \$31,200.

Instructional faculty, referred to as “postsecondary teachers” in IPEDS categories, made up 34% of the total USG workforce in 2019. Of those faculty positions, 59% were non-tenure track positions. Between 2019 and 2020, 664 faculty jobs were lost, representing 24% of all part-time and full-time combined job losses. Non-tenure track faculty, and in particular, part-time non-tenure track faculty, were overwhelmingly affected by the reduction in faculty jobs; 129 full-time, non-tenure track faculty jobs were lost, or 19% of total faculty job loss and 458 part-time, non-tenure track jobs were lost, comprising 69% of total faculty job loss.



Conclusion

The number of jobs (relative to enrollment and research output increases) across USG have been shrinking for decades – from chronic state defunding, Great Recession cuts, and intentional schemes to privatize public jobs to companies that notoriously underpay and undersupport their employees, such as Sodexo and Aramark. If that weren't enough, the system has increased their reliance on part-time faculty. At Kennesaw State University, for instance, part-time faculty make up nearly 40% of the total instructional workforce.

The datasets compared here are from snapshots created on November 1 2019 and 2020. If since November, 2020 USG has sought to address the disproportionate impact of job loss, the union demands that they release the data publicly along with a report such as this one detailing the employment changes and how they've been addressed. Regardless of whether the baseline is returned to pre-pandemic levels, this analysis reflects that administration across many USG institutions have misplaced priorities and questionable ethics. Job loss has a long-term effect on people, on their lives, families, and communities. One member of the union laid off during the pandemic through a reduction in force was two years away from vestment in the state pension. With the layoff she now has dwindling hope of a secure retirement.

In conclusion, UCWGA reiterates the demands outlined earlier in this report and commits to continuing the long-term work of making Georgia's public higher education institutions into those that workers, communities, and our students deserve:

- 1) Recommit to diversifying employee ranks;
- 2) Return staffing levels to at least the pre-pandemic baseline;
- 3) Ensure that initiatives to hire diverse staff prioritize rehiring people of color and women whose jobs have been cut over the past year;
- 4) Hire back adjunct faculty that would like to be part-time and increase the number of full-time, non-tenure track and tenure-track lines to at least pre-pandemic levels;
- 5) If cuts are deemed necessary by administration and a representative group of employees, cuts to positions, salaries, or other perks should focus on Management (i.e. chop at the top).

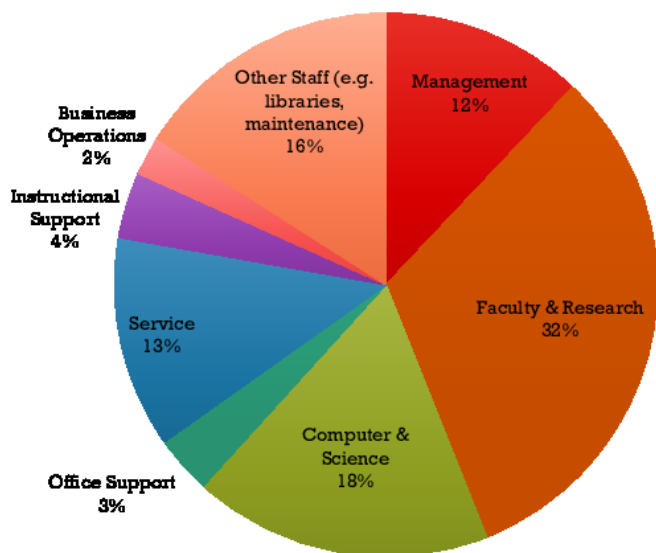


Appendix 1

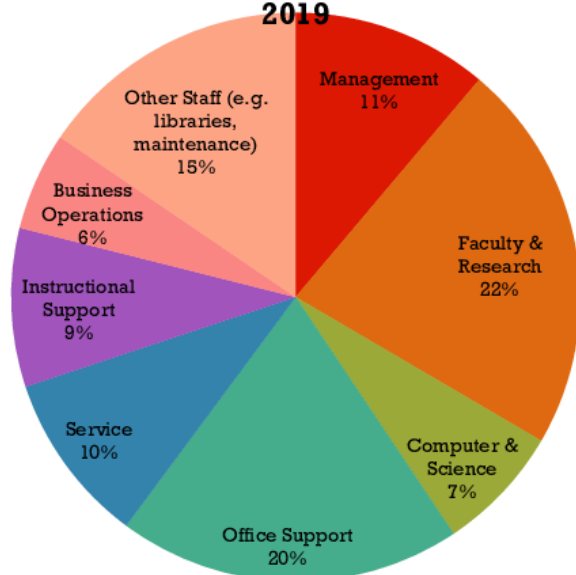
JOB SEGREGATION AT USG

There were 26,154 full-time women (54% of the total FT workforce) at USG in 2019; 39% worked in lower-paying categories, including Office Support (20%), Service (10%), and Instructional Support (9%). Positions in Faculty or Research (22%), Management (11%), and Computer, Engineering & Science (7%) made up a combined 40% of the women workforce. Of the 21,983 total men in full-time positions (46% of the total FT workforce), the majority, or 62% of all positions held by men, were in Faculty or Research (32%), Computer, Engineering, and Science (18%), and Management (12%). Twenty percent of the full-time men at USG work in Service (12%), Office Support (4%), and Instructional Support (4%).

Men at USG by Occupational Category, 2019



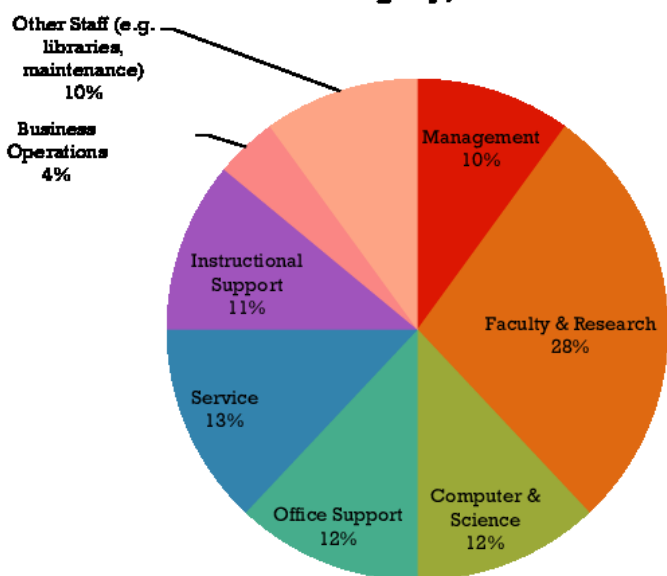
Women at USG by Occupational Category, 2019



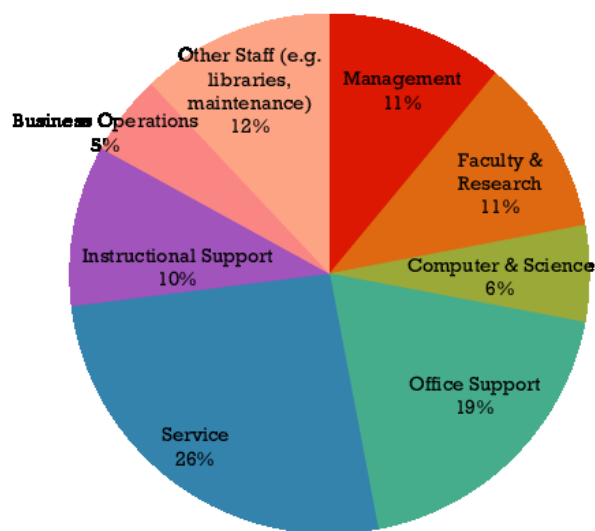
JOB SEGREGATION AT USG

Of the 1,329 full-time Hispanic/Latinx employees (making up just 3% of the workforce), 36% worked in Service (13%), Office Support (12%), and Instructional Support (11%); 28% were in Faculty or Research, 12% in Computer, Engineering, and Science, and 10% Management. Of the 11,286 Black employees at USG (23% of the workforce), the majority or 55% were in Service (26%), Office Support (19%), and Instructional Support (10%). Only 28% of all full-time Black USG employees were in Management (11%), Faculty and Research (11%) or Computer, Engineering, and Science (6%) positions.

Hispanic/Latinx Workforce by Occupational Category, 2019



Black Workforce by Occupational Category, 2019



JOB SEGREGATION AT USG

Compare that to White full-time employees: 57% are in higher paying jobs —30% were in Faculty or Research, 14% Management, and 13% in Computer, Engineering & Science. On the other hand, only 24% were concentrated in the lowest-paying job categories: 11% in Office Support, 7% in Service, and 6% in Instructional Support. As our analysis later in the report reflects, this data is best analyzed by both race and gender to fully understand the racialized and gendered dynamics. As just one example: Of the 14,040 full-time employees that are White men (29% of the workforce): the majority, 8,422, or 60% of total full-time White men, are in Faculty (27%), Computer, Engineering, & Science (19%) and Management (14%) positions, while only a small minority are in Service (8%), Office Support (3%) and Instructional Support (3%).

White Workforce by Occupational Category, 2019

